DOCUMENT RESUME

ED 320 526 HE 023 772

AUTHOR	Howe, Richard D.; And Others
TITLE	Salary-Trend Studies of Faculty for the Years 1985-86 and 1988-89 in the Following Disciplines/Major Fields: Education; Education Administration; Engineering; Fine Arts; Foreign Languages; Geography; Geological Sciences; History; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies and Music.
INSTITUTION	Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE	Dec 89
NOTE	227p.; For other volumes in this set, see HE 023 771-773.
PUB TYPE	Reports - Research/Technical (143)
EDRS PRICE	MF01/PC10 Plus Postage.
DESCRIPTORS	*Academic Rank (Professional); Biological Sciences; *College Faculty; Comparative Analysis; Departments; Educational Administration; Engineering; Fine Arts; Full Time Faculty; Geography; Geology; Higher Education; History; Home Economics; *Intellectual Disciplines; Interdisciplinary Approach; Library Science; Literature; Mathematics; Music; Private Colleges; Public Colleges; Second Languages; Teacher Education; *Teacher Salaries; *Trend Analysis

ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. Data are provided for the following disciplines: education, education administration, engineering, fine arts, foreign languages, geography, geological sciences, history, home economics, letters, library and archival sciences, life sciences, mathematics, multi-interdisciplinary studies, and music. Presented for each discipline is a summary of the overall average salary increases between the baseline year of 1985-86 and the 1988-89 school year, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage, as well as comparisons with other disciplines. The participating institutions are listed. (DB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it
☐ Minor changes have been made to improve reproduction quality
● Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

ED320526

HE023772

SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1985-86 AND 1988-89 IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Education; Education Administration; Engineering; Fine Arts; Foreign Languages; Geography; Geological Sciences; History; Home Economics; Letters; Library and Archival Sciences; Life Sciences; Mathematics; Multi-Interdisciplinary Studies; and Music

by

Richard D. Howe and Associates
Appalachian State University
Boone, North Carolna 28608

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
RICHARD D. HOWE
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information Survey (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. Each of the 15 disciplines/major fields presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual disciplines/major fields for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAX MIX PCT) and the salary factor, comparisons are made in each of the 15 individual disciplines/major fields between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 45 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appendix B of each discipline/major field included herein.

BEST COPY AVAILABLE

SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Ben Strickland

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of education in the CIP is as follows:

> A summary of groups of instructional programs that describe the art or processes of imparting knowledge, developing the powers of reasoning and judgement, and preparing others intellectually for a more mature life.
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 66.--13.)]

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1985-86 to

and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of education in the 1985-86 state study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of education in the 1985-86 state study means that their salaries are 1 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:										EDUCATION								
AVERAGE SALARY:	37424	821	98	30833	678	95	25293	452	91	23959	68	40	19085	96	38	31702	2047	104
FAC MIX PCT:	0.40			0.33			0.22			0.03			0.05			1.00		
SALARY FACTOR:	0.98			0.99			0.98			0.96			0.92			1.01		
										ALL MAJOR FIELDS								
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:										EDUCATION								
AVERAGE SALARY:	43528	816	101	35590	706	100	28904	516	99	27841	101	51	22019	124	43	36212	2162	108
FAC MIX PCT:	0.38			0.33			0.24			0.05			0.06			1.00		
SALARY FACTOR:	0.98			0.98			0.95			0.95			0.94			0.99		
										ALL MAJOR FIELDS								
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:										EDUCATION								
AVERAGE SALARY:	34042	232	94	27194	268	98	22013	237	108	21552	42	36	18565	45	29	27159	782	151
FAC MIX PCT:	0.30			0.34			0.30			0.05			0.06			1.00		
SALARY FACTOR:	0.89			0.93			0.91			0.92			0.95			0.91		
										ALL MAJOR FIELDS								
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:										EDUCATION								
AVERAGE SALARY:	40365	265	105	32528	269	111	26063	263	105	26179	55	38	21099	43	29	32391	840	152
FAC MIX PCT:	0.32			0.32			0.31			0.07			0.05			1.00		
SALARY FACTOR:	0.90			0.94			0.91			0.93			0.93			0.92		
										ALL MAJOR FIELDS								
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education was reported in 104 of the 202 state (AASCU) institutions. The average salary of the 2,047 faculty was $31,702. This average salary was approximately 1 percent (1.01) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of education was reported in 108 of the same 202 state (AASCU) institutions. The average salary of the 2,162 faculty was $36,212. This average salary was approximately the same as the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in education after three years in the state institutions studied was 14.2 percent ($36,212 minus $31,702 equals $4,510). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.6 percent or an average of 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of education (14.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.7 percent (16.9% minus 14.2% equals 2.7%) more than faculty in the discipline/major field of education.

The reader may note that the faculty mix percentages in education are higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant professor are 0.40 and 0.22 (1985-86) respectively; and 0.38 and 0.24 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 vs. 0.27 (1985-86), respectively; and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of full professors and a higher percentage of assistant professors when compared to education in both of the state studies.

Finally, the hiring rate of new assistant professors in education is lower in the 1985-86 state study compared to ALL MAJOR FIELDS: 3.3 percent (68/2,047) vs. 3.7 percent (1,932/51,525), respectively. In 1988-89, however, the hiring rate of new assistant professors in education is equal to that of ALL MAJOR FIELDS: 4.7 percent (101/2,162) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education was reported in 151 of the 259 private institutions. The average salary of the 782 faculty was $27,159. This average salary was approximately 9 percent (0.91) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of education was reported in 152 of the same 259 private institutions. The average salary of the 840 faculty was $32,391. This average salary was approximately 8 percent (0.92) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in education after three years in the private institutions studied was 19.3 percent ($32,391 minus $27,159 equals $5,232). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.7 percent or 2.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of education (19.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (19.3% minus 17.9% equals 1.4%) less than faculty in the discipline/major field of education.

The reader may note that in the field of education, the faculty mix percentage is very nearly equal at the professor rank and at the assistant professor rank in the private studies: 0.30 vs. 0.30 (1985-86), respectively; and 0.32 vs. 0.31 (1988-89), respectively. These proportions are very similar to those at the same ranks for ALL MAJOR FIELDS in both private studies: 0.31 vs 0.31 (1985-86), respectively; and 0.31 vs 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education was more than the hiring rate in ALL MAJOR FIELDS in both private studies: 1985-86 study: 5.4 percent (42/782) vs. 4.5 percent (1,204/27,049), respectively, and in the 1988-89: 6.5 percent (55/840) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of education is greater than that for ALL MAJOR FIELDS in both private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,831 faculty in the discipline/major field of education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of education is currently (1988-89) equal to and 8 percent lower in the state and private institutions, respectively, than the overall average faculty salary of ALL MAJOR FIELDS. The average faculty salary for education in the private institutions was lower in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89), approximately 12 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Education faculty salaries in the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same period. Education faculty in private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS and their colleagues in the state institutions.

Third, in the discipline/major field of education, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in the state institutions, while in the private institutions this difference is much less pronounced. The full professor rank appears to be increasing at a slightly faster rate in the state than in the private institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Ben Strickland is dean of the College of Education at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
EDUCATION
EDUCATION ADMINISTRATION
ENGINEERING
FINE ARTS
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGICAL SCIENCES
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION,GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN EDUCATION ADMINISTRATION

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Braxton Harris

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including education administration. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of education administration in the _CIP_ is as follows:

> A group of instructional programs that describe the principles and techniques of planning, organizing, developing, staffing, coordinating, managing, researching, evaluating, financing, and controlling higher education institutions and agencies.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 65.--13.)]

This article presents a summary of the overall average salary increases in the discipline/major field of education administration from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions of which paricipated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of education administration faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of education administration in the 1985-86 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of education administration in the 1985-86 state study means that their salaries are 1 percent higher than the average of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of education administration with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							EDUCATION ADMINISTRATION											
AVERAGE SALARY:	38308	252	60	31258	154	54	26187	64	31	23800	14	10	20062	13	7	33963	483	68
FAC MIX PCT:	0.52			0.32			0.13			0.03			0.03			1.00		
SALARY FACTOR:	1.01			1.01			1.01			0.95			0.97			1.09		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							EDUCATION ADMINISTRATION											
AVERAGE SALARY:	45106	163	37	35993	91	37	29597	50	23	28800	15	12	20424	3	2	39637	307	42
FAC MIX PCT:	0.53			0.30			0.16			0.05			0.01			1.00		
SALARY FACTOR:	1.01			0.99			0.97			0.98			0.87			1.08		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							EDUCATION ADMINISTRATION											
AVERAGE SALARY:	32011	10	7	29146	14	7	23225	4	3	25075	1	1	20215	3	3	28442	31	13
FAC MIX PCT:	0.32			0.45			0.13			0.03			0.10			1.00		
SALARY FACTOR:	0.84			0.99			0.96			1.07			1.04			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							EDUCATION ADMINISTRATION											
AVERAGE SALARY:	41338	10	6	33999	16	8	26565	9	6	28033	3	3	NONE			34184	35	9
FAC MIX PCT:	0.29			0.46			0.26			0.09						1.00		
SALARY FACTOR:	0.92			0.98			0.93			1.00						0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education administration was reported in 68 of the 202 state (AASCU) institutions. The average salary of the 483 faculty was $33,963. This average salary was approximately 9 percent (1.09) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of higher education administration was reported in 42 of the same 202 state (AASCU) institutions. The average salary of the 307 faculty was $39,637. This average salary was about 8 percent higher (1.08) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in education administration after three years in the state institutions studied was 16.7 percent ($39,637 minus $33,963 equals $5,674). The CPI of increased cost-of- living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.1 percent or an average of 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of education administration (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.2 percent (16.9% minus 16.7% equals 0.2%) more than faculty in the discipline/major field of education administration.

The reader may note that the faculty mix percentages in education adminstration are much higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages in education administration for professor and assistant professor are: 0.52 vs. 0.13 (1985-86), respectively; and 0.53 vs. 0.16 (1988-89), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are: 0.34 vs. 0.27 (1985-86), respectively; and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of full professors and a higher percentage of assistant professors compared to education administration in both of the state studies.

Finally, the hiring rate of new assistant professors in education administration is lower in the 1985-86 state study compared to ALL MAJOR FIELDS: 2.9 percent (14/483) vs. 3.7 percent (1,932/51,525), respectively. In 1988-89 the hiring rate of new assistant professors in education administration was slightly higher than that of ALL MAJOR FIELDS: 4.9 percent (15/307) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of education administration was reported in 13 of the 259 private institutions. The average salary of the 31 faculty was $28,442. This average salary was approximately 4 percent (0.96) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of education administration was reported in 9 of the same 259 private institutions. The average salary of the 35 faculty was $34,184. This average salary was approximately 3 percent (0.97) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in education administration after three years in the private institutions studied was 20.2 percent ($34,184 minus $28,442 equals $5,742). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.6 percent or 3.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of education administration (20.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.3 percent (20.2% minus 17.9% equals 2.3%) less than faculty in the discipline/major field of education administration.

The reader may note in the field of education administration that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in both the private studies : 0.32 vs. 0.13. (1985-86), 0.29 vs. 0.26.(1988-89). In other words, ALL MAJOR FIELDS has nearly the same percentage of professors and a higher percentage of assistant professors than faculty in the discipline/major field of Education Administration: .31 vs. .31 (1985-86), respectively; and .31 vs. .31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education administration in the private studies was much lower than the hiring rate in ALL MAJOR FIELDS in 1985-86: 3.2 percent (1/31) vs. 4.5 percent (1,204/27,049), respectively. However in 1988-89, the hiring rate of new assistant professors in education administration was higher than that for ALL MAJOR FIELDS: 8.6 percent (3/35) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of education administration and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 856 faculty in the discipline/major field of education administration participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of education administration is currently (1988-89) 8 percent higher in the state and private institutions, respectively, than the overall average faculty salary factor of ALL MAJOR FIELDS. The faculty salary average for education administration in the private institutions was considerably lower in comparison to that in the state institutions in 1985- 86. The overall faculty salary average in the private institutions is now (1988-89), approximately 16 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in education administration, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Higher education administration faculty salaries lagged slightly behind in the state and were slightly ahead of the private institutions faculty salaries in ALL MAJOR FIELDS during this same period. Education administration faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, in the discipline/major field of education administration in 1988-89, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in both the state and private institutions. The full professor rank appears to be increasing more rapidly in the state institutions, in comparison to the private institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions compared to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in education administration and in other disciplines/major fields on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Braxton Harris is chairperson of the department of leadership and higher education at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA, Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)

Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Linda T. Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including engineering. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by *A Classification of Instructional Programs* (*CIP*), 1985. The definition of the discipline/major field of engineering in the *CIP* is as follows:

> A summary of groups of instructional programs that describe the mathematical and natural sciences gained by study, experience, and practice and applied with judgement to develop ways to economically utilize the materials and force of nature for the benefit of mankind.*
>
> [*Gerald S. Malitz, *A Classification of Instructional Programs* (Washington, DC.: National Center for Education Statistics, [1985], p. 72.--14.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of engineering from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in engineering for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of engineering in the 1985-86 state study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.18 for assistant professors in the discipline/major field of engineering in the 1985-86 state study means that their salaries are 18 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

```
                                                                 NEW
                                 ASSO            ASST            ASST
             PROF                PROF            PROF            PROF            INSTRUCTOR        ALL RANKS
        SALARY NUM N/IN    SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN


STATE, 1985-86:                                  ENGINEERING
AVERAGE
SALARY: 43518  553  62     35496  544  63   30617  473  60   31031   79  36   23830  55  23    36410 1625   67
FAC MIX
PCT:     0.34              0.33             0.29             0.05             0.03             1.00
SALARY
FACTOR:  1.14              1.14             1.18             1.24             1.15             1.16

                                               ALL MAJOR FIELDS

AVERAGE
SALARY: 38112 17636        31074 15884      25911 14019      25065  1932      20777  3986      31282 51525 202
FAC MIX
PCT:     0.34              0.31             0.27             0.04             0.08             1.00

STATE, 1988-89:                                  ENGINEERING
AVERAGE
SALARY: 53203  553  48     43368  532  53   36887  468  53   36615   78  37   27439  41  22    44467 1594  57
FAC MIX
PCT:     0.35              0.33             0.29             0.05             0.03             1.00
SALARY
FACTOR:  1.19              1.19             1.21             1.25             1.17             1.22

                                               ALL MAJOR FIELDS

AVERAGE
SALARY: 44577 18904        36431 16110      30416 15286      29332  2573      23527  4252      36562 54552 202
FAC MIX
PCT:     0.35              0.30             0.28             0.05             0.08             1.00
------------------------------------------------------------------------------------------------------------
PRIVATE, 1985-86:                                ENGINEERING
AVERAGE
SALARY: 48664  655  41     36782  438  43   31842  349  41   31365   57  24   21948 45  17     40407 1487  46
FAC MIX
PCT:     0.44              0.29             0.23             0.04             0.03             1.00
SALARY
FACTOR:  1.27              1.25             1.32             1.34             1.13             1.36

                                               ALL MAJOR FIELDS

AVERAGE
SALARY: 38230  8391        29339  8352      24113  8321      23430  1204      19473  1985      29765 27049 259
FAC MIX
PCT:     0.31              0.31             0.31             0.04             0.07             1.00

PRIVATE, 1988-89:                                ENGINEERING
AVERAGE
SALARY: 57672  662  39     43279  418  40   38103  382  40   37223   56  26   28666  28  10    48072 1490  44
FAC MIX
PCT:     0.44              0.28             0.26             0.04             0.02             1.00
SALARY
FACTOR:  1.28              1.25             1.33             1.32             1.27             1.37

                                               ALL MAJOR FIELDS

AVERAGE
SALARY: 44926  8877        34585  8852      28554  8980      28166 1388       22636  1918      35099 28627 259
FAC MIX
PCT:     0.31              0.31             0.31             0.05             0.07             1.00
```

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 67 of the 202 state (AASCU) institutions. The average salary of the 1,625 faculty was $36,410. This average salary was approximately 16 percent (1.16) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of engineering was reported in 57 of the same 202 state (AASCU) institutions. The average salary of the 1,594 faculty was $44,467. This average salary was approximately 22 percent (1.22) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in engineering after three years in the state institutions studied was 22.1 percent ($44,467 minus $36,410 equals $8,057. The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 11.5 percent or an average of 3.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of engineering (22.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.2 percent (22.1% minus 16.9% equals 5.2%) less than faculty in the discipline/major field of engineering.

Since the discipline/major field of engineering is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.34 vs. 0.29 (1985-86), respectively; and 0.35 vs. 0.29 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS had the same percentage of professors and a lower percentage of assistant professors in the 1985-86 state study. Currently (1988-89), the percentages for full professor are the same, but lower for assistant professors in comparison to engineering.

Finally, the hiring rate of new assistant professors in engineering is high in the state studies: 4.9 percent (79/1,625) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in engineering in 1988-89 was 4.9 percent (78/1,594) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of engineering is more than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 46 of the 259 private institutions. The average salary of the 1,487 faculty was $40,407. This average salary was approximately 36 percent (1.36) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of engineering was reported in 44 of the same 259 private institutions. The average salary of the 1,490 faculty was $48,072. This average salary was approximately 37 percent (1.37) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in engineering after three years in the private institutions studied was 19.0 percent ($48,072 minus $40,407 equals $7,665). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.4 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of engineering (19.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percent (19.0% minus 17.9% equals 1.1%) less than faculty in the discipline/major field of engineering.

Because the discipline/major field of engineering is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.44 vs. 0.23 (1985-86), respectively; and 0.44 vs. 0.26 (1988-89), respectively. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than engineering in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in engineering in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 3.8 percent (57/1,487) vs. 4.5 percent (1,204/

27,049), respectively; and in 1988-89 it was 3.8 percent (56/1,490) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of engineering and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,196 faculty in the discipline/major field of engineering participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of engineering is currently (1988-89) some 22 and 37 percent above the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for engineering in the private institutions was approximately 21 percent more in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89) 8 percent more compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in engineering, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Engineering faculty salaries both in the state and private institutions exceeded that of faculty in ALL MAJOR FIELDS. Engineering in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, since the discipline/major field of engineering is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in the private institutions. It seems a somewhat smaller percentage of new assistant professors are being hired both in the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in engineering, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Linda T. Wilson is a research analyst in the Office of Equal Opportunity Programs, Appalachian State University, Boone, North Carolina.

APPENDICES:
- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
EDUCATION
EDUCATION ADMINISTRATION
ENGINEERING
FINE ARTS
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGICAL SCIENCES
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION,GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN FINE ARTS

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Linda A. Miller

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1987-88. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including fine arts. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of fine arts in the _CIP_ is as follows:

> A group of instructional programs that describe the organization of materials and media for two- or three-dimensional visual affects that communicate ideas, express emotion, and are considered primarily in relation to aesthetic criteria of judgments of beauty or meaningfulness.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p.158.--50.0501.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of fine arts from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of fine arts faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of fine arts in the 1985-86 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .92 for assistant professors in the discipline/major field of fine arts in the 1985-86 state study means that their salaries are 8 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of fine arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:																		
FINE ARTS																		
AVERAGE SALARY:	35923	554	118	28644	479	135	23823	390	124	21642	52	40	19872	51	42	29800	1474	144
FAC MIX PCT:	0.38			0.32			0.26			0.04			0.03			1.00		
SALARY FACTOR:	0.94			0.92			0.92			0.86			0.96			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:																		
FINE ARTS																		
AVERAGE SALARY:	41860	542	116	33346	464	121	28049	333	104	26635	59	41	21880	40	31	35080	1379	134
FAC MIX PCT:	0.39			0.34			0.24			0.04			0.03			1.00		
SALARY FACTOR:	0.94			0.92			0.92			0.91			0.93			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:																		
FINE ARTS																		
AVERAGE SALARY:	35229	190	99	26531	252	123	22006	186	106	21126	28	18	18177	44	34	27194	672	176
FAC MIX PCT:	0.28			0.38			0.28			0.04			0.07			1.00		
SALARY FACTOR:	0.92			0.90			0.91			0.90			0.93			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:																		
FINE ARTS																		
AVERAGE SALARY:	40042	185	96	30980	193	110	25208	170	100	22871	18	16	22328	28	24	31766	576	166
FAC MIX PCT:	0.32			0.34			0.30			0.03			0.05			1.00		
SALARY FACTOR:	0.89			0.90			0.88			0.81			0.99			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of fine arts was reported in 144 of the 202 state (AASCU) institutions. The average salary of the 1,474 faculty was $29,800. This average salary was approximately 5 percent (0.95) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of fine arts was reported in 134 of the same 202 state (AASCU) institutions. The average salary of the 1,379 faculty was $35,080. This average salary was approximately 4 percent (0.96) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in fine arts after three years in the state institutions studied was 17.7 percent ($35,080 minus $29,800 equals $5,280). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.1 percent or an average of 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of fine arts (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.7% minus 16.9% equals 0.8%) more than faculty in the discipline/major field of fine arts.

The reader may note that the faculty mix percentage in the discipline/major field of fine arts was greater at the professor rank than at the assistant professor rank in the 1985-86 state study; 0.38 vs. 0.26, respectively. In the 1988-89 state study the full professor rank is still higher than the assistant professor rank; 0.39 vs. 0.24, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to fine arts in both of the state studies.

Finally, the hiring rate of new assistant professors in fine arts was low in the state studies: 3.5 percent (52/1,474) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Presently, the hiring rate of new assistant professors in fine arts is 4.3 percent (59/1,379) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of fine arts is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of fine arts was reported in 176 of the 259 private institutions. The average salary of the 672 faculty was $27,194. This average salary was approximately 9 percent (0.91) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of fine arts was reported in 166 of the same 259 private institutions. The average salary of the 576 faculty was $31,766. This average salary was approximately 9 percent (0.91) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in fine arts after three years in the private institutions studied was 16.8 percent ($31,766 minus $27,194 equals $4,572). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of fine arts (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.6 percent (17.9% minus 16.8% equals 1.1%) more than faculty in the discipline/major field of fine arts.

The reader may note that the faculty mix percentage in the discipline/major field of fine arts is equal at the professor rank and at the assistant professor rank for 1985-86: 0.28 vs. 0.28, respectively. However, for 1988-89, the faculty mix percentange for fine arts is slightly higher at the professor rank than at the assistant professor rank: 0.32 vs. 0.30, respectively. This is similar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in fine arts in the private studies ALL MAJOR FIELDS both in 1985-86, 4.2 percent (28/672) vs. 4.5 percent (1,204/ 27,049), respectively; and in 1988-89, 3.1 percent (18/576) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate of new assistant professors in fine arts in the private studies in 1988-89 lagged behind the hiring rate of new assistant professors in ALL MAJOR FIELDS.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of fine arts and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,101 faculty in the discipline/major field of fine arts participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of fine arts is currently (1988-89) some 4 and 9 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for fine arts in the private institutions was approximately 10 percent less in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89) approximately 10 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in fine arts in both state and private institutions received overall salary increases for three years above the cost-of-living. Fine arts in the private institutions have some catching up to do in salary in comparison with ALL MAJOR FIELDS.

Third, currently (1988-89) in the discipline/major field of fine arts the full professor rank is higher than the assistant professor rank in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in fine arts, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and Hector Romero

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including foreign languages. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by *A Classification of Instructional Programs* (*CIP*), 1985. The definition of the discipline/major field of foreign languages in the *CIP* is as follows:

> A summary of groups of instructional programs that describe the structure and use of language that is common or indigenous to people of the same community or nation; the same geographical area, or the same cultural traditions; including such features as sounds, literature, syntax, phonology, morphology, semantics, sentences, prose and verse, as well as the development of skills and attitudes used in communicating and evaluating thoughts and feelings through oral and written language.*
>
> [*Gerald S. Malitz, *A Classification of Instructional Programs* (Washington, DC.: National Center for Education Statistics, [1985], p. 85.--16.)]

This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 instituions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of foreign language faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of the foreign languages in the 1985-86 state study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .95 for assistant professors in the discipline/major field of foreign languages in the 1985-86 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of foreign languages with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:	FOREIGN LANGUAGES																	
AVERAGE SALARY:	37465	471	130	30002	492	146	24526	408	140	22174	51	39	19520	85	48	30269	1456	173
FAC MIX PCT:	0.32			0.34			0.28			0.04			0.06			1.00		
SALARY FACTOR:	0.98			0.97			0.95			0.88			0.94			0.97		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:	FOREIGN LANGUAGES																	
AVERAGE SALARY:	43648	477	136	34652	488	149	27983	428	136	26254	72	51	22090	119	58	34613	1512	170
FAC MIX PCT:	0.32			0.32			0.28			0.05			0.08			1.00		
SALARY FACTOR:	0.98			0.95			0.92			0.90			0.94			0.95		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:	FOREIGN LANGUAGES																	
AVERAGE SALARY:	35913	361	138	28197	440	153	22897	396	140	20922	60	41	19546	132	57	27854	1329	208
FAC MIX PCT:	0.27			0.33			0.30			0.05			0.10			1.00		
SALARY FACTOR:	0.94			0.96			0.95			0.89			1.00			0.94		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:	FOREIGN LANGUAGES																	
AVERAGE SALARY:	41888	345	134	33055	426	145	26925	435	136	25583	65	51	22401	134	56	32273	1340	199
FAC MIX PCT:	0.26			0.32			0.32			0.05			0.10			1.00		
SALARY FACTOR:	0.93			0.96			0.94			0.91			0.99			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 173 of the 202 state (AASCU) institutions. The average salary of the 1,456 faculty was $30,269. This average salary was approximately 3 percent (0.97) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of foreign languages was reported in 170 of the same 202 state (AASCU) institutions. The average salary of the 1,512 faculty was $34,613. This average salary was approximately 5 percent (0.95) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the foreign languages after three years in the state institutions studied was 14.4 percent ($34,613 minus $30,269 equals $4,344). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.8 percent or an average of 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of foreign languages (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (16.9% minus 14.4% equals 2.5%) more than faculty in the discipline/major field of foreign languages.

The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is greater at the full professor rank than the assistant professor rank in both state studies, 0.32 vs. 0.28 (1985-86) and 0.32 vs. 0.28 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a similar percentage of assistant professors compared to foreign languages in both state studies.

Finally, the hiring rate of new assistant professors in foreign languages was lower than that for ALL MAJOR FIELDS in the 1985-86 state study: 3.5 percent (51/1,456) vs. 3.7 percent (1,932/51,525), respectively. In the 1988-89 study, the hiring rate of new assistant professors in foreign languages was higher than that for ALL MAJOR FIELDS: 4.8 percent (72/1,512) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of foreign languages was reported in 208 of the 259 private institutions. The average salary of the 1,329 faculty was $27,854. This average salary was approximately 6 percent (0.94) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/ major field of foreign languages was reported in 199 of the same 259 private institutions. The average salary of the 1,340 faculty was $32,273. This average salary was approximately 8 percent (0.92) lower than the average salary of

$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the foreign languages after three years in the private institutions studied was 15.9 percent ($32,273 minus $27,854 equals $4,419). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of foreign languages (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.0 percent (17.9% minus 15.9% equals 2.0%) more than faculty in the discipline/major field of foreign languages.

The reader may note that the faculty mix percentage in the discipline/major field of foreign languages is slightly lower at the professor rank than at the assistant professor rank in the private studies: 0.27 vs. 0.30 (1985-86) and 0.26 vs. 0.32 (1988-89), respectively. In ALL MAJOR FIELDS for the private studies, the faculty mix percentage at the professor rank is equal to the assistant professor rank: 0.31 vs. 0.31 (1985-86) and 0.31 vs. 0.31, respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages equals the hiring rate for ALL MAJOR FIELDS in the 1985-86 state study, 4.5 percent (60/1,329) vs. 4.5 percent (1,204/27,049), respectively. In 1988-89 the hiring rate of new assistant professors in foreign languages was slightly more than the hiring rate for ALL MAJOR FIELDS, 4.9 percent (65/1,340) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of foreign languages and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,637 faculty in the discipline/major field of foreign languages participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factors in the discipline/major field of foreign languages are currently (1988-89) some 5 and 8 percent below the overall faculty salary factors of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for foreign languages in the private institutions was approximately 9 percent less in comparison to that in the state institutions in 1985-86. The overall faculty salary average in the private institutions is now (1988-89) approximately 7 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in foreign languages, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, foreign languages faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Foreign languages faculty in both the state and private institutions have some catching up to do in salary in comparison with ALL MAJOR FIELDS.

Third, in the discipline/major field of foreign languages there is not a marked difference between the number of faculty with the rank of full professor and assistant professor in either the state or the private institutions. The full professor rank appears to be increasing slightly more rapidly in the state institutions compared to the private institutions. It seems that a similar percentage of new assistant professors are being hired in both the private and state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in the foreign languages, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Hector Romero is professor and chairman of the department of foreign languages at Appalachian State University, Boone, North Carolina.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
EDUCATION
EDUCATION ADMINISTRATION
ENGINEERING
FINE ARTS
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGICAL SCIENCES
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION,GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DuPaul University (IL)
DuPauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and Donald Albert

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including geography. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of geography in the _CIP_ is as follows:

> An instructional program that describes the earth and its life; the land, sea, and air; and the distribution of plant and animal life, human beings, and industries.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1985], p. 140.--45.07.)]

This article presents a summary of the overall average salary increases in the discipline/major field of geography from the "baseline year" of 1985-86 to

and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of geography faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of geography in the 1985-86 state study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.97 for assistant professors in the discipline/major field of geography in the 1985-86 state study means that their salaries are 3 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geography with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:																		
GEOGRAPHY																		
AVERAGE SALARY:	38208	245	85	29912	208	90	25017	130	69	22397	19	16	20894	16	13	32002	599	109
FAC MIX PCT:	0.41			0.35			0.22			0.03			0.03			1.00		
SALARY FACTOR:	1.00			0.96			0.97			0.89			1.01			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:																		
GEOGRAPHY																		
AVERAGE SALARY:	44506	272	84	35141	172	79	28825	150	70	27120	23	19	23221	25	19	37244	619	104
FAC MIX PCT:	0.44			0.28			0.24			0.04			0.04			1.00		
SALARY FACTOR:	1.00			0.96			0.95			0.92			0.99			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:																		
GEOGRAPHY																		
AVERAGE SALARY:	35852	26	16	30520	22	12	24793	16	12	19500	1	1	17700	3	3	30647	67	26
FAC MIX PCT:	0.39			0.33			0.24			0.01			0.04			1.00		
SALARY FACTOR:	0.94			1.04			1.03			0.83			0.91			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:																		
GEOGRAPHY																		
AVERAGE SALARY:	48476	27	15	33329	28	17	28988	21	12	23983	6	4	22557	3	3	36943	79	25
FAC MIX PCT:	0.34			0.35			0.27			0.08			0.04			1.00		
SALARY FACTOR:	1.08			0.96			1.02			1.03			1.00			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 109 of the 202 state (AASCU) institutions. The average salary of the 599 faculty was $32,002. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of geography was reported in 104 of the same 202 state (AASCU) institutions. The average salary of the 619 faculty was $37,244. This average salary was approximately 2 percent (1.02) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in geography after three years in the state institutions studied was 16.4 percent ($37,244 minus $32,002 equals $5,242). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.8 percent or an average of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of geography (16.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.5 percent (16.9% minus 16.4% equals 0.5%) more than faculty in the discipline/major field of geography.

The reader may note that the faculty mix percentage in geography is higher at the professor rank than at the assistant professor rank in both the state studies: 0.41 vs 0.22 (1985-86) and 0.44 vs 0.24 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to geography in both of the state studies.

Finally, the hiring rate of new assistant professors in geography was less than for ALL MAJOR FIELDS in the both state studies, (1985-86): 3.2 percent (19/599) vs. 3.7 percent (1,932/51,525), respectively; and, (in 1988-89): 3.7 percent (23/619) vs. 4.7 percent (2,573/54,552). In other words the hiring rate of new assistant professors in geography was less than for ALL MAJOR FIELDS in 1985-86, and in 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 26 of the 259 private institutions. The average salary of the 67 faculty was $30,647. This average salary was approximately 3 percent (1.03) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of geography was reported in 25 of the same 259 private institutions. The average salary of the 79 faculty was $36,943. This average salary was approximately 5 percent (1.05) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in geography after three years in the private institutions studied was 20.5 percent ($36,943 minus $30,647 equals $6,296). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.9 percent or 3.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of geography (20.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (20.5% minus 17.9% equals 2.6%) less than faculty in the discipline/major field of geography.

In the discipline/major field of geography, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.39 vs. 0.24 (1985-86), respectively; and 0.34 vs. 0.27 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to geography in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in geography in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 1.5 percent (1/67) vs. 4.5 percent (1,204/27,049), respectively. However, in 1988-89, it was greater than the hiring rate in ALL MAJOR FIELDS: 7.6 percent (6/79) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of geography and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,364 faculty in the discipline/major field of geography participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of geography is currently (1988-89) some 2 and 5 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for geography in the state institutions was approximately 4 percent more in comparison to that in the private institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) $301 less in comparison to that for the state institutions (0.8%).

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in geography, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of the geography faculty in the state institutions lagged behind those of the faculty in ALL MAJOR FIELDS during this same period. However, salary increases were ahead in the private institutions. Geography faculty in the state institutions have a little catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of geography the assistant professor rank has a smaller percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a faster rate in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in geography, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Donald Albert is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:
- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN GEOLOGICAL SCIENCES FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and Linda A. Miller

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including geological sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of geological sciences in the CIP is as follows:

> A group of instructional programs that describe the history of the earth and other celestial bodies; especially as recorded in rocks.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 130.--40.06.)]

This article presents a summary of the overall average salary increases in the discipline/major field of geological sciences from the "baseline year" of

1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in the geological sciences for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of the geological sciences in the 1985-86 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .99 for assistant professors in the discipline/major field of geological sciences in the 1985-86 state study means that their salaries are 1 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geological sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

```
                                                                  NEW
                                  ASSO             ASST           ASST
              PROF                PROF             PROF           PROF           INSTRUCTOR        ALL RANKS
        SALARY NUM N/IN    SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN

STATE, 1985-86:                                    GEOLOGICAL SCIENCES
AVERAGE
SALARY: 37905  262  94    30867  174  73   25632  145  74   24620   16  16   21683   11   9   32529  592 112
FAC MIX
PCT:     0.44              0.29             0.24             0.03             0.02             1.00
SALARY
FACTOR:  0.99              0.99             0.99             0.98             1.04             1.04

                                                   ALL MAJOR FIELDS
AVERAGE
SALARY: 38112 17636       31074 15884      25911 14019      25065  1932      20777  3986      31282 51525 202
FAC MIX
PCT:     0.34              0.31             0.27             0.04             0.08             1.00

STATE, 1988-89:                                    GEOLOGICAL SCIENCES
AVERAGE
SALARY: 43843  268  90    35329  180  77   29322  122  66   27287   22  21   23709   14  11   37702  584 107
FAC MIX
PCT:     0.46              0.31             0.21             0.04             0.02             1.00
SALARY
FACTOR:  0.98              0.97             0.96             0.93             1.01             1.03

                                                   ALL MAJOR FIELDS
AVERAGE
SALARY: 44577 18904       36431 16110      30416 15286      29332  2573      23527  4252      36562 54552 202
FAC MIX
PCT:     0.35              0.30             0.28             0.05             0.08             1.00
---------------------------------------------------------------------------------------------------------------
PRIVATE, 1985-86:                                  GEOLOGICAL SCIENCES
AVERAGE
SALARY: 41502   74  35    31353   44  29   25261   45  29   24571    7   7    NONE            34278  163  49
FAC MIX
PCT:     0.45              0.27             0.28             0.04                              1.00
SALARY
FACTOR:  1.09              1.07             1.05             1.05                              1.15

                                                   ALL MAJOR FIELDS
AVERAGE
SALARY: 38230  8391       29339  8352      24113  8321      23430  1204      19473  1985      29765 27049 259
FAC MIX
PCT:     0.31              0.31             0.31             0.04             0.07             1.00

PRIVATE, 1988-89:                                  GEOLOGICAL SCIENCES
AVERAGE
SALARY: 48191   81  36    35507   40  25   28548   43  28   27750    8   8   25997    5   5   39534  169  49
FAC MIX
PCT:     0.48              0.24             0.25             0.05             0.03             1.00
SALARY
FACTOR:  1.07              1.03             1.00             0.99             1.15             1.13

                                                   ALL MAJOR FIELDS
AVERAGE
SALARY: 44926  8877       34585  8852      28554  8980      28166  1388      22636  1918      35099 28627 259
FAC MIX
PCT:     0.31              0.31             0.31             0.05             0.07             1.00
```

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geological sciences was reported in 112 of the 202 state (AASCU) institutions. The average salary of the 592 faculty was $32,529. This average salary was approximately 4 percent (1.04) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of geological sciences was reported in 107 of the same 202 state (AASCU) institutions. The average salary of the 584 faculty was $37,702. This average salary was approximately 3 percent (1.03) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the geological sciences after three years in the state institutions studied was 15.9 percent ($37,702 minus $32,529 equals $5,173). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or an average of 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of geological sciences (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (16.9% minus 15.9% equals 1.0%) more than faculty in the discipline/major field of geological sciences.

Since the discipline/major field of geological sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.44 vs. 0.24 (1985-86), respectively; and 0.46 vs. 0.21 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the geological sciences in both state studies.

Finally, the hiring rate of new assistant professors in the geological sciences is low in the state studies: 2.7 percent (16/592) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in the geological sciences in 1988-89 was 3.8 percent (22/584) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of geological sciences is lower than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of geological sciences was reported in 49 of the 259 private institutions. The average salary of the 163 faculty was $34,278. This average salary was approximately 15 percent (1.15) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of geological sciences was reported in 49 of the same 259 private institutions. The average salary of the 169 faculty was $39,534. This average salary was approximately 13 percent (1.13) higher than the average salary of

$35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the geological sciences after three years in the private institutions studied was 15.3 percent ($39,534 minus $34,278 equals $5,256). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.7 percent or 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of geological sciences (15.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (17.9% minus 15.3% equals 2.6%) more than faculty in the discipline/major field of geological sciences.

Because the discipline/major field of geological sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.45 vs. 0.28 (1985-86), respectively; and 0.48 vs. 0.25 (1988-89), respectively. This differs from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31, (1988-89), respectively. In other words ALL MAJOR FIELDS has a much lower percentage of professors and a higher percentage of assistant professors than the geological sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in the geological sciences in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 4.3 percent (7/163) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 4.7 percent (8/169) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of geological sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,508 faculty in the discipline/major field of geological sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of geological sciences is currently (1988-89) some 3 and 13 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for geological sciences in the private institutions was approximately 5 percent more in comparison to that in the state institutions in 1985-86. The overall salary factor in the private institutions still is (1988-89) 5 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the geological sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Geological sciences faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Geological sciences faculty in both the state and private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, since the discipline/major field of geological sciences is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in the state and private institutions, and appears to be increasing slightly more rapidly in the private institutions. It seems that a smaller percentage of new assistant professors are being hired in the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in the geological sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
EDUCATION
EDUCATION ADMINISTRATION
ENGINEERING
FINE ARTS
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGICAL SCIENCES
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION,GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN HISTORY
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and George Antone

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including history. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of history in the _CIP_ is as follows:

> An instructional program that describes the past, including the recording, gathering, criticizing, synthesizing, and interpreting evidence about past events.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 140.--45.08.)]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1985-86 to

and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in history for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of history in the 1985-86 state study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .95 for assistant professors in the discipline/major field of history in the 1985-86 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of history with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:									HISTORY									
AVERAGE SALARY:	37652	1036	168	30473	561	151	24652	267	126	21784	44	34	20265	34	27	33389	1898	174
FAC MIX PCT:	0.55			0.30			0.14			0.02			0.02			1.00		
SALARY FACTOR:	0.99			0.98			0.95			0.87			0.98			1.07		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:									HISTORY									
AVERAGE SALARY:	43869	1083	170	35354	484	144	27960	293	123	25849	75	53	22220	39	28	38799	1899	175
FAC MIX PCT:	0.57			0.25			0.15			0.04			0.02			1.00		
SALARY FACTOR:	0.98			0.97			0.92			0.88			0.94			1.06		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:									HISTORY									
AVERAGE SALARY:	36937	511	192	28783	327	150	22820	228	127	20810	28	25	19033	28	23	31099	1094	229
FAC MIX PCT:	0.47			0.30			0.21			0.03			0.03			1.00		
SALARY FACTOR:	0.97			0.98			0.95			0.89			0.98			1.04		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:									HISTORY									
AVERAGE SALARY:	42880	499	193	35108	352	149	26735	257	132	24823	44	37	23070	32	26	36284	1140	235
FAC MIX PCT:	0.44			0.31			0.23			0.04			0.03			1.00		
SALARY FACTOR:	0.95			1.02			0.94			0.88			1.02			1.03		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of history was reported in 174 of the 202 state (AASCU) institutions. The average salary of the 1,898 faculty was $33,389. This average salary was approximately 7 percent (1.07) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of history was reported in 175 of the same 202 state (AASCU) institutions. The average salary of the 1,899 faculty was $38,799. This average salary was approximately 6 percent (1.06) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in history after three years in the state institutions studied was 16.2 percent ($38,799 minus $33,389 equals $5,410). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.6 percent or an average of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of history (16.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.7 percent (16.9% minus 16.2% equals 0.7%) more than faculty in the discipline/major field of history.

Since the discipline/major field of history is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.55 vs. 0.14 (1985-86) respectively; and 0.57 vs. 0.15 (1988-89) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to history in both state studies.

Finally, the hiring rate of new assistant professors in history is low in the state studies: 2.3 percent (44/1,898) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in history in 1988-89 was 3.9 percent (75/1,899) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of history is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of history was reported in 229 of the 259 private institutions. The average salary of the 1,094 faculty was $31,099. This average salary was 4 percent higher (1.04) than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of history was reported in 235 of the same 259 private institutions. The average salary of the 1,140 faculty was $36,284. This average salary was approximately 3 percent (1.03) more than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in history after three years in the private institutions studied was 16.7 percent ($36,284 minus $31,099 equals $5,185). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.1 percent or 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of history (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (17.9% minus 16.7% equals 1.2%) more than faculty in the discipline/major field of history.

Because the discipline/major field of history is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.47 vs. 0.21 (1985-86) respectively; and 0.44 vs. 0.23 (1988-89) respectively. This is also true for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than history in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in history in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.6 percent (28/1,094) vs. 4.5 percent (1,204/27,049) respectively; and in 1988-89, 3.9 percent (44/1,140) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of history is less than for ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of history and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,031 faculty in the discipline/major field of history participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of history is currently (1988-89) some 6 and 3 percent above the overall average faculty salary of ALL MAJOR FIELDS in the state and private studies respectively. The average faculty salary for history in the private institutions was approximately 7 percent less in comparison to that in the state institutions in 1985-86. The overall salary factor in the private institutions is still (1988-89) approximately 7 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in history, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, history faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. History faculty in private institutions have a little catching up to do in salary in comparison with their colleagues in the state institutions.

Third, since the discipline/major field of history is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions, and appears to be increasing slightly more rapidly in the state institutions. It seems that a similar percentage of new assistant professors are being hired in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in history, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author George Antone is chairperson of the History Department at Appalachian State University, Boone, North Carolina.

APPENDICES:
- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including home economics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of home economics in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the relationship between the physical, social, emotional, and intellectual environment in and of the home and family, and the development of individuals. Includes instruction in natural and social sciences and humanities in the development of attitudes, knowledge, and ability pertaining to clothing and textiles, consumer education, food and nutrition, home management, housing, human development and family studies, and institutional management.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 103.--19.)]

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1986-87. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of home economics faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (Faculty Mix Percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/ major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of home economics in the 1985-86 state study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of home economics in the 1985-86 state study means that their salaries are on an average with all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:								HOME ECONOMICS										
AVERAGE SALARY:	38279	124	49	30239	192	66	25800	306	75	23446	31	24	20039	97	40	28360	719	80
FAC MIX PCT:	0.17			0.27			0.43			0.04			0.13			1.00		
SALARY FACTOR:	1.00			0.97			1.00			0.94			0.96			0.91		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:								HOME ECONOMICS										
AVERAGE SALARY:	43198	132	50	34455	198	67	28577	258	67	27208	26	16	22507	85	39	32407	673	77
FAC MIX PCT:	0.20			0.29			0.38			0.04			0.13			1.00		
SALARY FACTOR:	0.97			0.95			0.94			0.93			0.96			0.89		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:								HOME ECONOMICS										
AVERAGE SALARY:	33863	19	12	25642	51	29	21965	84	34	21339	9	6	17800	35	20	23382	189	49
FAC MIX PCT:	0.10			0.27			0.44			0.05			0.19			1.00		
SALARY FACTOR:	0.89			0.87			0.91			0.91			0.91			0.79		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:								HOME ECONOMICS										
AVERAGE SALARY:	36765	26	14	30922	58	27	26542	97	32	29600	7	4	20826	35	14	28022	216	44
FAC MIX PCT:	0.12			0.27			0.45			0.03			0.16			1.00		
SALARY FACTOR:	0.82			0.89			0.93			1.05			0.92			0.80		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 80 of the 202 state (AASCU) institutions. The average salary of the 719 faculty was $28,360. This average salary was approximately 9 percent (0.91) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of home economics was reported in 77 of the same 202 state (AASCU) institutions. The average salary of the 673 faculty was $32,407. This average salary was approximately 11 percent (0.89) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study. The increase in average salaries for all faculty in home economics after three years in the state institutions studied was 14.3 percent ($32,407 minus $28,360 equals $4,047). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.7 percent or an average of 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of home economics (14.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (16.9% minus 14.3% equals 2.6%) more than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in both the state studies: 0.17 vs 0.43 (1985-86) and 0.20 vs 0.38 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988- 89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both of the state studies.

Finally, the hiring rate of new assistant professors in home economics was less than for ALL MAJOR FIELDS in the 1985-86 state study, 4.3 percent (31/719) vs. 3.7 percent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in home economics in 1988-89 was 3.9 percent (26/673) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate of new assistant professors in home economics was greater than for ALL MAJOR FIELDS in the 1985-86 state study, but currently (1988-89) is slightly less than that for ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-85 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 49 of the 259 private institutions. The average salary of the 189 faculty was $23,382. This average salary was approximately 21 percent (0.79) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of home economics was reported in 44 of the same 259 private institutions. The average salary of the 216 faculty was $28,022. This average salary was approximately 20 percent (0.80) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 19.8 percent ($28,022 minus $23,382 equals $4,640). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.2 percent or 3.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of home economics (19.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.9 percent (19.8% minus 17.9% equals 1.9%) less than faculty in the discipline/major field of home economics.

In the discipline/major field of home economics, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.10 vs. 0.44 (1985-86), respectively; and 0.12 vs. 0.45 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to home economics in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in home economics in the private studies was more than the hiring rate in ALL MAJOR FIELDS in 1985-86, 4.8 percent (9/189) vs. 4.5 percent (1,204/27,049), respectively; while presently the opposite is observed, 3.2 percent (7/216) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of home economics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,797 faculty in the discipline/major field of home economics participated and were included in the overall total of 161,753 faculty in all 45 disciplines/ major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of home economics is currently (1988-89) some 11 and 20 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for home economics in the private institutions was approximately 16 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 16.6 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in home economics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Home economics faculty salaries in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS but in private institutions the opposite is true during this same period. Home economics faculty were ahead of the faculty in ALL MAJOR FIELDS. Home economics faculty in the state institutions have some catching up to do in salary in comparison to their colleagues in private institutions.

Third, in the discipline/major field of home economics the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a faster rate in the state institutions, compared to the private institutions. It seems a slightly higher percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in home economics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sammie Garner is professor and chairperson of the department of home economics at Appalachian State University, Boone, North Carolina.

APPENDICES:
A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
EDUCATION
EDUCATION ADMINISTRATION
ENGINEERING
FINE ARTS
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGICAL SCIENCES
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION,GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)

College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art, The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN LETTERS
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and William Linneman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including letters. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by *A Classification of Instructional Programs* (*CIP*), 1985. The definition of the discipline/major field of letters in the *CIP* is as follows:

> A summary of groups of instructional programs that describe sounds, literature, syntax, phonology, morphology, semantics, sentences, prose and verse, as well as the development of skills and attitudes used in communicating and evaluating thought and feelings through oral and written language.*
>
> [*Gerald S. Malitz, *A Classification of Instructional Programs* (Washington, DC.: National Center for Education Statistics, [1985], p. 115.--23.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of letters from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in letters for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of letters in the 1985-86 state study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .93 for assistant professors in the discipline/major field of letters in the 1985-86 state study means that their salaries are 7 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of letters with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86: LETTERS																		
AVERAGE SALARY:	37069	1321	167	29285	1154	169	24043	1022	161	21638	103	57	18414	412	92	29399	3909	173
FAC MIX PCT:	0.34			0.30			0.26			0.03			0.11			1.00		
SALARY FACTOR:	0.97			0.94			0.93			0.86			0.89			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89: LETTERS																		
AVERAGE SALARY:	42819	1477	188	34357	1219	184	27580	1166	186	25268	202	104	20665	561	114	33659	4423	194
FAC MIX PCT:	0.33			0.28			0.26			0.05			0.13			1.00		
SALARY FACTOR:	0.96			0.94			0.91			0.86			0.88			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 1985-86: LETTERS																		
AVERAGE SALARY:	36028	594	172	27598	515	171	22357	493	160	20642	78	55	18673	156	69	28184	1758	202
FAC MIX PCT:	0.34			0.29			0.28			0.04			0.09			1.00		
SALARY FACTOR:	0.94			0.94			0.93			0.88			0.96			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89: LETTERS																		
AVERAGE SALARY:	42898	781	213	32648	644	202	26032	602	204	24773	122	86	21315	206	89	33403	2233	253
FAC MIX PCT:	0.35			0.29			0.27			0.05			0.09			1.00		
SALARY FACTOR:	0.95			0.94			0.91			0.88			0.94			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 173 of the 202 state (AASCU) institutions. The average salary of the 3,909 faculty was $29,399. This average salary was approximately 6 percent (0.94) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of letters was reported in 194 of the same 202 state (AASCU) institutions. The average salary of the 4,423 faculty was $33,659. This average salary was approximately 8 percent (0.92) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in letters after three years in the state institutions studied was 14.5 percent ($33,659 minus $29,399 equals $4,260). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.9 percent or an average of 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of letters (14.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (16.9% minus 14.5% equals 2.4%) more than faculty in the discipline/major field of letters.

The reader may note that the faculty mix percentage in letters is higher at the professor rank than at the assistant professor rank in the 1985-86 state study and in the 1988-89 state study. The faculty mix percentage of professor and assistant professor is; 0.34 vs. 0.26 (1985-86) respectively; and 0.33 vs. 0.26 (1988-89) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. ALL MAJOR FIELDS had an equal percentage of professors and a slightly higher percentage of assistant professors compared to letters in the 1985-86 state study. Currently, letters has a lower percentage of full and assistant professors than ALL MAJOR FIELDS.

Finally, the hiring rate of new assistant professors in letters is low in the state studies: 2.6 percent (103/3,909) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in letters in 1988-89 is 4.6 percent (202/4,423) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of letters is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of letters was reported in 202 of the 259 private institutions. The average salary of the 1,758 faculty was $28,184. This average salary was approximately 5 percent (0.95) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of letters was reported in 253 of the same 259 private institutions. The average salary of the 2,233 faculty was $33,403. This average salary was approximately 5 percent (0.95) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in letters after three years in the private institutions studied was 18.5 percent ($33,403 minus $28,184 equals $5,219). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.9 percent or 2.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of letters (18.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.6 percent (18.5% minus 17.9% equals 0.6%) less than faculty in the discipline/major field of letters.

In the discipline/major field of letters, the reader may note that the faculty mix percentage is similarly spread at the professor rank and the assistant professor rank for both private studies: 0.34 vs. 0.28 (1985-86) respectively; and 0.35 vs. 0.27 (1988-89) respectively. The faculty mix percentage for ALL MAJOR FIELDS is equal in both private studies: 0.31 vs. 0.31 (1985-85) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to letters in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in letters lagged behind the hiring rate in ALL MAJOR FIELDS for the 1985-86 private study, 4.4 percent (78/1,758) vs. 4.5 percent (1,204/27,049) respectively. The opposite is true for the 1988-89 private study, 5.5 percent

(122/2,233) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/ major field of letters is less than for ALL MAJOR FIELDS in the 1985-86 private studies. Presently, the hiring rate of new assistant professors in letters is greater than ALL MAJOR FIELDS.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of letters and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 12,323 faculty in the discipline/ major field of letters participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of letters is currently (1988-89) some 8 and 5 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for letters in the private institutions was approximately 4 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions in 1988-89 is now approximately 1 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in letters, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, letters faculty salaries in the state institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Letters faculty in both the private and state institutions have some catching up to do in salary in comparison with their colleagues in ALL MAJOR FIELDS.

Third, even though the discipline/major field of letters is one of the older disciplines, there is not a marked difference between those faculty in the state and in the private institutions. The full professor rank appears to be increasing slightly more rapidly in the private institutions, in comparison to the state institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in letters, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author William Linneman is professor of English at Illinois State University, Normal, Illinois.

APPENDICES:
A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN LIBRARY AND ARCHIVAL SCIENCES
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and Allen Antone

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including library and archival sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of library and archival sciences in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the knowledge and skills required to develop, organize, store, retrieve, administer, and facilitate the use of collections of information in such formats as books, documents, manuscripts, machine-readable data bases, filmed and recorded materials, specimens, and artifacts.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 117.--25.)]

This article presents a summary of the overall average salary increases in the discipline/major field of library and archival sciences from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of library and archival sciences faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (consumer price index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of library and archival sciences in the 1985-86 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.92 for assistant professors in the discipline/major field of library and archival sciences in the 1985-86 state study means that their salaries are 8 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library and archival sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							LIBRARY AND ARCHIVAL SCIENCES											
AVERAGE SALARY:	38123	40	22	30278	79	30	23745	121	38	22884	14	10	19412	30	12	27304	270	45
FAC MIX PCT:	0.15			0.29			0.45			0.05			0.11			1.00		
SALARY FACTOR:	1.00			0.97			0.92			0.91			0.93			0.87		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							LIBRARY AND ARCHIVAL SCIENCES											
AVERAGE SALARY:	44946	47	22	34704	72	32	28196	122	33	25046	12	8	21741	56	19	31207	297	44
FAC MIX PCT:	0.16			0.24			0.41			0.04			0.19			1.00		
SALARY FACTOR:	1.01			0.95			0.93			0.85			0.92			0.85		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							LIBRARY AND ARCHIVAL SCIENCES											
AVERAGE SALARY:	35825	18	11	27108	33	20	21860	35	20	23438	4	3	18037	18	15	25280	104	30
FAC MIX PCT:	0.17			0.32			0.34			0.04			0.17			1.00		
SALARY FACTOR:	0.94			0.92			0.91			1.00			0.93			0.85		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							LIBRARY AND ARCHIVAL SCIENCES											
AVERAGE SALARY:	40106	15	11	32210	34	17	26215	41	20	28762	3	2	20957	15	10	29389	105	27
FAC MIX PCT:	0.14			0.32			0.39			0.03			0.14			1.00		
SALARY FACTOR:	0.89			0.93			0.92			1.02			0.93			0.84		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of library and archival sciences was reported in 45 of the 202 state (AASCU) institutions. The average salary of the 270 faculty was $27,304. This average salary was approximately 13 percent (0.87) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of library and archival sciences was reported in 44 of the same 202 state (AASCU) institutions. The average salary of the 297 faculty was $31,207. This average salary was approximately 15 percent (0.85) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in library and archival sciences after three years in the state institutions studied was 14.3 percent ($31,207 minus $27,304 equals $3,903). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 3.7 percent or an average of 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of library and archival sciences (14.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (16.9% minus 14.3% equals 2.6%) more than faculty in the discipline/major field of library and archival sciences.

The reader may note that the faculty mix percentage in library and archival sciences is lower at the professor rank than at the assistant professor rank in both the state studies: 0.15 vs. 0.45 (1985-86) and 0.16 vs. 0.41 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to library and archival sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in library and archival sciences in the state studies was greater than for ALL MAJOR FIELDS in 1985-86, 5.2 percent (14/270) vs. 3.7 percent (1,932/51,525), respectively, and the hiring rate of new assistant professors in library and archival sciences in the state studies was less than for ALL MAJOR FIELDS in 1988-89, 4.0 percent (12/297) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of library and archival sciences was reported in 30 of the 259 private institutions. The average salary of the 104 faculty was $25,280. This average salary was approximately 15 percent (0.85) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of library and archival sciences was reported in 27 of the same 259 private institutions. The average salary of the 105 faculty was $29,389. This average salary was approximately 16 percent (0.84) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in library and archival sciences after three years in the private institutions studied was 16.3 percent ($29,389 minus $25,280 equals $4,109). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.7 percent or 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of library and archival sciences (16.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.6 percent (17.9% minus 16.3% equals 1.6%) more than faculty in the discipline/major field of library and archival sciences.

In the discipline/major field of library and archival sciences, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.17 vs. 0.34 (1985-86), respectively; and 0.14 vs. 0.39 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to library and archival sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in library and archival sciences in the 1985-86 private study was less than the hiring rate in ALL MAJOR FIELDS, 3.8 percent (4/104) vs. 4.5 percent (1,204/27,049), respectively. In 1988-89 the hiring rate was less for new assistant professors in library and archival sciences compared to that for ALL MAJOR FIELDS, 2.9 percent (3/105) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of library and archival sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (ASSCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 776 faculty in the discipline/major field of library and archival sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of library and archival sciences is currently (1988-89) some 15 and 16 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for library and archival sciences in the private institutions was 8 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 6 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in library and archival sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. However, library and archival sciences faculty salary increases in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS. Library and archival sciences faculty in both the state and private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of library and archival sciences the assistant professor rank has a greater percentage compared to the full professor rank for both the state and private studies. The full professor rank appears to be increasing at a slightly faster rate in the state institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in library and archival sciences, and in other disciplines/ major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Allen Antone is head reference librarian at Appalachian State University, Boone, North Carolina.

APPENDICES:
- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN LIFE SCIENCES FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including life sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by *A Classification of Instructional Programs* (*CIP*), 1985. The definition of the discipline/major field of life sciences in the *CIP* is as follows:

> A summary of groups of instructional programs that describe the systematic study of living organisms.*
>
> [*Gerald S. Malitz, *A Classification of Instructional Programs* (Washington DC.: National Center for Education Statistics, [1985], p. 118.-26.)]

This article presents a summary of the overall average salary increases in the discipline/major field of life sciences from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the life sciences for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of the life sciences in the 1985-86 state study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .96 for assistant professors in the discipline/major field of life sciences in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of life sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
STATE, 1985-86:									LIFE SCIENCES									
AVERAGE SALARY:	37242	1218	179	30097	738	165	24845	453	140	23651	79	53	19389	69	36	32350	2478	184
FAC MIX PCT:	0.49			0.30			0.18			0.03			0.03			1.00		
SALARY FACTOR:	0.98			0.97			0.96			0.94			0.93			1.03		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:									LIFE SCIENCES									
AVERAGE SALARY:	43488	1287	186	34916	700	169	28939	504	149	27652	100	69	21856	65	38	37721	2556	193
FAC MIX PCT:	0.50			0.27			0.20			0.04			0.03			1.00		
SALARY FACTOR:	0.98			0.96			0.95			0.94			0.93			1.03		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:									LIFE SCIENCES									
AVERAGE SALARY:	38134	512	179	28974	430	175	23508	333	158	21873	56	50	18632	29	23	30944	1304	228
FAC MIX PCT:	0.39			0.33			0.26			0.04			0.02			1.00		
SALARY FACTOR:	1.00			0.99			0.97			0.93			0.96			1.04		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:									LIFE SCIENCES									
AVERAGE SALARY:	42367	540	195	32417	431	186	27369	307	166	26577	56	47	21723	45	32	34943	1323	245
FAC MIX PCT:	0.41			0.33			0.23			0.04			0.03			1.00		
SALARY FACTOR:	0.94			0.94			0.96			0.94			0.96			1.00		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 184 of the 202 state (AASCU) institutions. The average salary of the 2,478 faculty was $32,350. This average salary was approximately 3 percent (1.03) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of life sciences was reported in 193 of the same 202 state (AASCU) institutions. The average salary of the 2,556 faculty was $37,721. This average salary was approximately 3 percent (1.03) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the life sciences after three years in the state institutions studied was 16.6 percent ($37,721 minus $32,350 equals $5,371). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.0 percent or an average of 2.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of life sciences (16.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.3 percent (16.9% minus 16.6% equals 0.3%) more than faculty in the discipline/major field of life sciences.

Since the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies;

0.49 vs. 0.18 (1985-86), respectively; and 0.50 vs. 0.20 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the life sciences in both state studies.

Finally, the hiring rate of new assistant professors in the life sciences is low in the state studies: 3.2 percent (79/2,478) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in the life sciences in 1988-89 was 3.9 percent (100/2,556) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of life sciences is lower than for ALL MAJOR FIELDS in both the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of life sciences was reported in 228 of the 259 private institutions. The average salary of the 1,304 faculty was $30,944. This average salary was 4 percent higher (1.04) than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of life sciences was reported in 245 of the same 259 private institutions. The average salary of the 1,323 faculty was $34,943. This average salary was approximately the same (1.00) as the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the life sciences after three years in the private institutions studied was 12.9 percent ($34,943 minus $30,944 equals $3,999). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 2.3 percent or 0.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of life sciences (12.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.0 percent (17.9% minus 12.9% equals 5.0%) more than faculty in the discipline/major field of life sciences.

Because the discipline/major field of life sciences is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.39 vs. 0.26 (1985-86), respectively; and 0.41 vs. 0.23 (1988-89), respectively. This difference is less for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31, (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than the life sciences in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in the life sciences in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 4.3 percent (56/1,304) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 4.2 percent (56/1,323) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of life sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,661 faculty in the discipline/major field of life sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/ major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of life sciences is currently (1988-89) some 3 percent above the overall faculty salary factor of ALL MAJOR FIELDS in the state study and the same in the private study. The average faculty salary for life sciences in the state institutions was approximately 5 percent more in comparison to that in the private institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) nearly 8 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the life sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Life sciences faculty salaries in the private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period, whereas life sciences faculty salaries in the state institutions exceeded the faculty in

ALL MAJOR FIELDS. Life sciences faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, since the discipline/major field of life sciences is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in the state and private institutions. It appears that the full professor rank is increasing at about the same rate in both the state and private institutions. It seems that fewer new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in the life sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:
- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and William Paul

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by _A Classification of Instructional Programs_ (_CIP_), 1985. The definition of the discipline/major field of mathematics in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the sciences of logical symbolic language and their applications.*
>
> [*Gerald S. Malitz, _A Classification of Instructional Programs_ (Washington, DC.: National Center for Education Statistics, [1985], p. 120.--27.)]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries in mathematics for both state and private participating institutions by rank, including "new assistant professor," and lists the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of mathematics in the 1985-86 state study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.01 for assistant professors in the discipline/major field of mathematics in the 1985-86 state study means that their salaries were 1 percent above the average salary of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:									MATHEMATICS									
AVERAGE SALARY:	38686	960	184	31457	915	176	26087	893	174	25219	145	83	19270	372	118	30696	3140	196
FAC MIX PCT:	0.31			0.29			0.28			0.05			0.12			1.00		
SALARY FACTOR:	1.02			1.01			1.01			1.01			0.93			0.98		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:									MATHEMATICS									
AVERAGE SALARY:	45138	980	177	36428	941	176	30228	957	178	29888	150	92	21723	365	118	35575	3243	194
FAC MIX PCT:	0.30			0.29			0.30			0.05			0.11			1.00		
SALARY FACTOR:	1.01			1.00			0.99			1.02			0.92			0.97		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:									MATHEMATICS									
AVERAGE SALARY:	38981	482	163	29517	429	165	24255	423	167	24313	68	45	18913	145	97	30057	1479	247
FAC MIX PCT:	0.33			0.29			0.29			0.05			0.10			1.00		
SALARY FACTOR:	1.02			1.01			1.01			1.04			0.97			1.01		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:									MATHEMATICS									
AVERAGE SALARY:	45839	472	164	34224	460	170	28225	430	178	28876	66	52	22593	135	88	35114	1497	245
FAC MIX PCT:	0.32			0.31			0.29			0.04			0.09			1.00		
SALARY FACTOR:	1.02			0.99			0.99			1.03			1.00			1.00		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 196 of the 202 state (AASCU) institutions. The average salary of the 3,140 faculty was $30,696. This average salary was approximately 2 percent (0.98) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of mathematics was reported in 194 of the same 202 state (AASCU) institutions. The average salary of the 3,243 faculty was $35,575. This average salary was 3 percent lower (0.97) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in mathematics after three years in the state institutions studied was 15.9 percent ($35,575 minus $30,696 equals $4,879). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or an average of 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of mathematics (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (16.9% minus 15.9% equals 1.0%) more than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentages in mathematics are about the same at the professor rank as at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant professor in mathematics are 0.31 and 0.28 (1985-86) respectively; and 0.30 and 0.30 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of full professors and a lower percentage of assistant professors when compared to mathematics faculty in both state studies.

Finally, the hiring rate of new assistant professors in mathematics is higher in the 1985-86 state study compared to ALL MAJOR FIELDS: 4.6 percent (145/3,140) vs. 3.7 percent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in mathematics in 1988-89 was 4.6 percent (150/3,243) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS. In other words the hiring rate of new assistant professors in mathematics was greater than for ALL MAJOR FIELDS in the 1985-86 state study, but currently (1988-89) is just slightly less (0.1%) than that for ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 247 of the 259 private institutions. The average salary of the 1,479 faculty was $30,057. This average salary was approximately 1 percent (1.01) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of mathematics was reported in 245 of the same 259 private institutions. The average salary of the 1,497 faculty was $35,114. This average salary was approximately the same (1.00) as the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 16.8 percent ($35,114 minus $30,057 equals $5,057). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of mathematics (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percent (17.9% minus 16.8% equals 1.1%) more than faculty in the discipline/major field of mathematics.

The faculty mix percentage rate at the professor rank is higher than the assistant professor rank in the private studies: 0.33 vs. 0.29 (1985-86), and 0.32 vs. 0.29 (1988-89), respectively. The faculty mix percentage rate at the professor rank is the same as at the assistant professor rank for ALL MAJOR FIELDS: 0.31 vs. 0.31 (1985-86) and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics in the 1985-86 private study was somewhat greater than the hiring rate in ALL MAJOR FIELDS: 4.6 percent (68/1,479) vs. 4.5 percent (1,204/27,049), respectively; whereas in 1988-89, it was lower: 4.4 percent (66/1,497) vs. 4.8 percent (1,388/28,627), respectively. In other words, in the private institutions the hiring rate in the discipline/major field of mathematics was greater than for ALL MAJOR FIELDS in 1985-86, but by 1988-89, it was less.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of mathematics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,359 faculty in the discipline/major field of mathematics participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of mathematics is currently (1988-89) some 2 percent below the overall average faculty salary of ALL MAJOR FIELDS in the state study and 1 percent above in the private study. The average faculty salary for mathematics in the private institutions was 5.3 percent higher in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 48 percent above that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in mathematics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Mathematics faculty salary increases in the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same period. Mathematics faculty in the state institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of mathematics, the assistant professor rank has a lower percentage of faculty compared to the full professor rank in the institutions. The full professor rank appears to be increasing at a similar rate in both the private and the state institutions. It seems a slightly smaller percentage of new assistant professors are being hired in the private institutions compared to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in mathematics, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author William Paul is professor and chairperson of the department of mathematical sciences at Appalachian State University, Boone, North Carolina.

APPENDICES:
- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
AGRIBUSINESS AND AGRICULTURAL PRODUCTION
ANTHROPOLOGY
ARCHITECTURE AND ENVIRONMENTAL DESIGN
AREA AND ETHNIC STUDIES
AUDIOLOGY AND SPEECH PATHOLOGY
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS AND MANAGEMENT
BUSINESS ECONOMICS
CHEMISTRY
COMMUNICATION TECHNOLOGIES
COMMUNICATIONS
COMPUTER & INFORMATION SCIENCES
CURRICULUM AND INSTRUCTION
DRAMATIC ARTS
EDUCATION
EDUCATION ADMINISTRATION
ENGINEERING
FINE ARTS
FOREIGN LANGUAGES
GEOGRAPHY
GEOLOGICAL SCIENCES
HISTORY
HOME ECONOMICS
LETTERS
LIBRARY AND ARCHIVAL SCIENCES
LIFE SCIENCES
MATHEMATICS
MULTI-INTERDISCIPLINARY STUDIES
MUSIC
NURSING
PHILOSOPHY AND RELIGION
PHYSICAL EDUCATION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PSYCHOLOGY
READING EDUCATION
SECRETARIAL AND RELATED PROGRAMS
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
STUDENT COUNSELING AND PERSONNEL SERVICES
TEACHER EDUCATION,GENERAL PROGRAMS
VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN MULTI-INTERDISCIPLINARY STUDIES
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and Marvin Williamsen

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including multi-interdisciplinary studies. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of multi-interdisciplinary studies in the CIP is as follows:

> A summary of groups of instructional programs, the components of which derive from two or more separate conventional academic instructional programs.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 122.--30.)]

This article presents a summary of the overall average salary increases in the discipline/major field of multi-interdisciplinary studies from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of multi-interdisciplinary studies faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .39 for associate professor of multi-interdisciplinary studies in the 1985-86 state study means that 39 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.91 for assistant professors in the discipline/major field of multi-interdisciplinary studies in the 1985-86 state study means that their salaries are 9 percent less than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi-interdisciplinary studies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
STATE, 1985-86:							MULTI-INTERDISCIPLINARY STUDIES											
AVERAGE SALARY:	36241	53	16	29397	96	17	23647	92	15	NONE			21504	8	2	28476	249	23
FAC MIX PCT:	0.21			0.39			0.37						0.03			1.00		
SALARY FACTOR:	0.95			0.95			0.91						1.03			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							MULTI-INTERDISCIPLINARY STUDIES											
AVERAGE SALARY:	43930	80	21	35703	95	17	27558	103	13	24967	13	5	25338	30	5	34106	308	27
FAC MIX PCT:	0.26			0.31			0.33			0.04			0.10			1.00		
SALARY FACTOR:	0.99			0.98			0.91			0.85			1.08			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							MULTI-INTERDISCIPLINARY STUDIES											
AVERAGE SALARY:	43505	18	9	30659	20	9	22045	23	14	22675	4	4	17276	5	5	30146	66	22
FAC MIX PCT:	0.27			0.30			0.35			0.06			0.08			1.00		
SALARY FACTOR:	1.14			1.04			0.91			0.97			0.89			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							MULTI-INTERDISCIPLINARY STUDIES											
AVERAGE SALARY:	42629	33	11	33024	26	11	26409	30	19	29333	3	3	20963	3	2	33918	92	24
FAC MIX PCT:	0.36			0.28			0.33			0.03			0.03			1.00		
SALARY FACTOR:	0.95			0.95			0.92			1.04			0.93			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of multi-interdisciplinary studies was reported in 23 of the 202 state (AASCU) institutions. The average salary of the 249 faculty was $28,476. This average salary was 9 percent less (0.91) than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of multi-interdisciplinary studies was reported in 27 of the same 202 state (AASCU) institutions. The average salary of the 308 faculty was $34,106. This average salary was approximately 7 percent (0.93) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in multi-interdisciplinary studies after three years in the state institutions studied was 19.8 percent ($34,106 minus $28,476 equals $5,630). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 9.2 percent or an average of 3.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of multi-interdisciplinary studies (19.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.9 percent (19.8% minus 16.9% equals 2.9%) less than faculty in the discipline/major field of multi-interdisciplinary studies

The reader may note that the faculty mix percentage in the discipline/major field of multi-interdisciplinary studies is lower at the professor rank than at the assistant professor rank in the 1985-86 state studies: 0.21 vs 0.37 and in the 1988-89 study: 0.26 vs 0.33. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS had a higher percentage in the professor rank and a lower percentage in the assistant professor rank compared to multi-interdisciplinary studies in both the 1985-86 state study and the 1988-89 study.

Finally, the hiring rate of new assistant professors in the discipline/major field of multi-interdisciplinary studies in the state studies was less than for ALL MAJOR FIELDS both in 1985-86, 0.0 percent (0/249) vs. 3.7 percent (1,932/51,525), respectively; and in 1988-89, 4.2 percent (13/308) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of multi-interdisciplinary studies was reported in 22 of the 259 private institutions. The average salary of the 66 faculty was $30,146. This average salary was approximately 1 percent (1.01) more than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of multi-interdisciplinary studies was reported in 24 of the same 259 private institutions. The average salary of the 92 faculty was $33,918. This average salary was approximately 3 percent (0.97) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in multi-interdisciplinary studies after three years in the private institutions studied was 12.5 percent ($33,918 minus $30,146 equals $3,772). The CPI of increased cost-of-living between October 1983 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 1.9 percent or 0.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of multi-interdisciplinary studies (12.5%),the faculty in ALL MAJOR FIELDS increased their salaries by 5.4 percent (17.9% minus 12.5% equals 5.4%) more than faculty in the discipline/major field of multi-interdisciplinary studies.

In the discipline/major field of multi-interdisciplinary studies, the reader may note that the faculty mix percentage at the professor rank was less than at the assistant professor rank in (1985-86) the private study: 0.27 vs. 0.35, respectively; and higher in the 1988-89 study: 0.36 vs. 0.33 . This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86),; and 0.31 vs. 0.31 (1988-89), respectively. In other words, ALL MAJOR FIELDS has a greater percentage of professors, and a lower percentage of assistant professors as compared with the discipline/major field of multi-interdisciplinary studies in 1985-86, but a lower percentage of both professors and assistant professors compared to the discipline/major field of multi-interdisciplinary studies in the 1988-89 private study.

Finally, the reader may note that the hiring rate of new assistant professors in multi-interdisciplinary studies was higher than the hiring rate in ALL MAJOR FIELDS in 1985-86, but was lower than the hiring rate in ALL MAJOR FIELDS in 1988-89, 6.1 percent (4/66) vs. 4.5 percent (1,204/27,049) respectively; and in 1988-89, 3.3 percent (3/92) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of multi-interdisciplinary studies is more than for ALL MAJOR FIELDS in the 1985-86 study, but less than for ALL MAJOR FIELDS in the 1988-89 study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of multi-interdisciplinary studies and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 715 faculty in the discipline/major field of multi-interdisciplinary studies participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of multi-interdisciplinary studies is currently some 7 percent above (1988-89), and 3 percent below the overall faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for multi-interdisciplinary studies in the state institutions was approximately 6 percent less in comparison to that in the private institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately one half of a percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in multi-interdisciplinary studies, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Multi-interdisciplinary faculty salaries are higher in the state institutions and lower in the private institutions in comparison to faculty in ALL MAJOR FIELDS during this same period. Multi-interdisciplinary studies faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions and ALL MAJOR FIELDS.

Third, in the discipline/major field of multi-interdisciplinary studies the full professor rank now (1988-89) has a smaller percentage compared to the assistant professor rank in the state study. In the private studies, the full professor rank has a greater percentage in the current (1988-89) study than the assistant professor rank but the opposite was true in the 1985-86 state study. The full professor lagged behind the assistant professor rank in the 1985-86 state study. It seems an approximately equal percentage of new assistant professors are now (1988-89) being hired in both the private and state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in multi-interdisciplinary studies, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University Boone, North Carolina. Co-author Marvin Williamsen is professor and chairperson of the department of multi-interdisciplinary studies at Appalachian State University, Boone, North Carolina.

APPENDICES:
- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN MUSIC
FOR THE YEARS
1985-86 AND 1988-89

By
Richard D. Howe
and Clinton Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including music. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of music in the CIP is as follows:

> A group of instructional programs that describe the art and science of combining sounds of various timbre in harmonic, rhythmic, or melodic forms which are artistically expressive.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985]), p. 160.--50.09)]

This article presents a summary of the overall average salary increases in the discipline/major field of music from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions.

Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of music faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a regular academic year of two semesters or three quarters of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of music in the 1985-86 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .94 for assistant professors in the discipline/major field of music in the 1985-86 state study means that their salaries are 6 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of music with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:									MUSIC									
AVERAGE SALARY:	36492	713	148	29385	713	158	24365	616	148	22770	60	45	20287	164	85	29603	2206	169
FAC MIX PCT:	0.32			0.32			0.28			0.03			0.07			1.00		
SALARY FACTOR:	0.96			0.95			0.94			0.91			0.98			0.95		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:									MUSIC									
AVERAGE SALARY:	43157	875	147	36820	799	145	32851	694	132	27602	112	58	23546	193	67	36909	2561	160
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
SALARY FACTOR:	0.97			1.01			1.08			0.94			1.00			1.01		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:									MUSIC									
AVERAGE SALARY:	33227	370	136	26278	374	147	22052	364	154	21181	29	24	18543	83	55	26606	1191	200
FAC MIX PCT:	0.31			0.31			0.31			0.02			0.07			1.00		
SALARY FACTOR:	0.87			0.90			0.91			0.90			0.95			0.89		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:									MUSIC									
AVERAGE SALARY:	38833	349	128	30797	380	142	25668	330	141	24996	32	27	21005	71	51	31165	1130	196
FAC MIX PCT:	0.31			0.34			0.29			0.03			0.06			1.00		
SALARY FACTOR:	0.86			0.89			0.90			0.89			0.93			0.89		
									ALL MAJOR FIELDS									
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of music was reported in 169 of the 202 state (AASCU) institutions. The average salary of the 2,206 faculty was $29,603. This average salary was approximately 5 percent (0.95) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of music was reported in 160 of the same 202 state (AASCU) institutions. The average salary of the 2,561 faculty was $36,909. This average salary was approximately 1 percent (1.01) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in music after three years in the state institutions studied was 24.7 percent ($36,909 minus $29,603 equals $7,306). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 14.1 percent or an average of 4.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of music (24.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 7.8 percent (24.7% minus 16.9% equals 7.8%) less than faculty in the discipline/major field of music.

The reader may note that the faculty mix percentage in the discipline/major field of music is slightly greater at the professor rank compared to the assistant professor rank in both of the state studies: 0.32 vs. 0.28

(1985-86), respectively; and 0.34 vs. 0.27 (1988-89), respectively. The differences in the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words both the discipline/major field of music and ALL MAJOR FIELDS have a higher percentage of professors and a lower percentage of assistant professors.

Finally, the hiring rate of new assistant professors in music is low in the state studies: 2.7 percent (60/2,206) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in music in 1988-89 was 4.4 percent (112/2,561) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of music is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of music was reported in 200 of the 259 private institutions. The average salary of the 1,191 faculty was $26,606. This average salary was approximately 11 percent (0.89) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of music was reported in 196 of the same 259 private institutions. The average salary of the 1,130 faculty was $31,165. This average salary was approximately 11 percent (0.89) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in music after three years in the private institutions studied was 17.1 percent ($31,165 minus $26,606 equals $4,559). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of music (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.9% minus 17.1% equals 0.8%) more than faculty in the discipline/major field of music.

The reader may note that the faculty mix percentage in the discipline/major field of music is approximately the same at the professor rank as at the assistant professor rank in the 1985-86 private studies: 0.31 vs. 0.31 (1985-86), respectively, while it is somewhat higher at the professor rank in the 1988-89 private study: 0.31 vs. 0.29, respectively. The faculty mix percentage is equal at the professor rank and at the assistant professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in music in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.4 percent (29/1,191) vs. 4.5 percent (1,204/27,049) respectively; and in 1988-89, 2.8 percent (32/1,130) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of music is less than for ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of music and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,088 faculty in the discipline/major field of music participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salaries factors in the discipline/major field of music are currently (1988-89) at 1 above and 11 percent below the state and private studies, respectively, of the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for music in the private institutions was 11 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 18 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in music, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Music faculty salary increases in the private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Conversely, in state institutions music faculty salaries were slightly ahead of faculty in ALL MAJOR FIELDS. Music faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in state institutions.

Third, in the discipline/major field of music, there is not a marked difference between the number of faculty with the rank of full professor and assistant professor in the state or private institutions. The full professor rank appears to be increasing at approximately the same rate in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in music, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author R. Clinton Parker is professor of music and associate vice chancellor for academic affairs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION,GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259